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SHELBY M. HARRISON

*The President, 1941-1942*

## THE CONFERENCE BULLETIN

OF THE

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82 North High Street, Columbus, Ohio

**President:** Shelby M. Harrison, New York City.**Treasurer:** Arch Mandel, New York City.**General Secretary and Editor of the Bulletin:**

Howard R. Knight, Columbus, Ohio.

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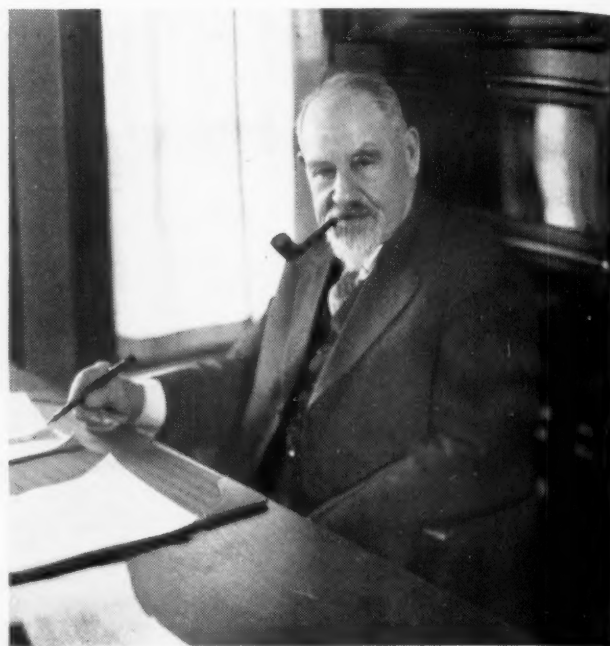
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"Uncle Alec," known and beloved, as it is given to few men throughout this and other countries, found the release and peace he so richly deserved on May 17. The story of his life is written in the lives of men and women, boys and girls, the unfortunate to whom he gave practical help and new hope, the handicapped who through him found a new and satisfying way of life, and the thousands of his associates to whom for more than half a century, he was teacher, guide, philosopher, and confidant.

Truly his good deeds live after him.

## New Nominating Procedure

THE amendments to the Constitution recommended by the Executive Committee effecting the nominating procedure of the Conference were unanimously adopted at the Business Session held in Atlantic City. The effect of the amendments is that from now on a single nominating committee of 21 members serving three-year overlapping terms, seven new members to be elected each year, takes the place of the old Conference nominating committee and the five Section nominating committees. The Executive Committee of the Conference will appoint the first nominating committee, but thereafter the membership of the nominating committee will be elected by vote of the Conference members. The proposed amendments as adopted were published in full in both the January and April 1941 Bulletins.

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# Democracy Whose Ends Social Work Serves

By SHELBY M. HARRISON

**N**OTHING is so certain as the uncertainty of the next year ahead. Events of the recent past promise it as a year in which any month and perhaps every month seems destined to bring developments profoundly modifying international, national, and even our local manner and standards of associated living. It is to be hoped however that, despite past confusion of issues, our gauge of values and bases of judgments will remain clear and permanent enough to reveal the present emergency period here, and indeed the critical world war elsewhere as the abnormality which it is—the departure from society's relatively even tenor of its way—and hoped moreover that the paths of peace and of a better way of living . . . will soon return.

Meanwhile, regardless of uncertainties, despite the difficulties of seeing even short distances ahead, there is work we can be sure needs to be done. There are public services regarding the importance of which there can be no doubt.

Our nation has embarked on a momentous venture in support of world-wide defense of democracy. Social workers in their daily professional responsibilities and as citizens, have a stake in that venture; and they are responding along two main lines. One is service in the immediate defense program—activities related to the special requirements of the emergency period. These endeavors include assistance in organizations at work developing recreation, health, and social welfare services in the new training camp and armament industry communities; immediate aid in the formulation of public policies which have a bearing on the cost and standard of living and the health and welfare of people in all types of communities; and in aid in the interpretation to the public of the special services and needs of social work and related activities which are striving to conserve those human values

## THE PRESIDENT

**M**R. SHELBY M. HARRISON, distinguished pioneer in important social research work and welfare planning, is also the author of several books on sociological subjects, a frequent contributor to social science magazines, and for ten years prior to 1932 was lecturer at Teachers College, Columbia University, and the New York School of Social Work.

In 1906 he graduated from Northwestern University (where in the year 1932 the degree of Doctor of Laws was conferred upon him), and carried on additional studies in economics and sociology at Boston and Harvard Universities, 1906-1908. In 1910, he became a member of the editorial staff of the *Survey* magazine. He held this position until 1912, when he became Director of the then newly established Department of Surveys and Exhibits of the Russell Sage Foundation, and still holds that position in addition to his responsibility as General Director of the Foundation.

In 1924 Mr. Harrison became Vice-General Director of the Russell Sage Foundation; and on September 1, 1931, he became its General Director, to succeed Mr. John M. Glenn, who had for more than twenty-four years held that position. In announcing his retirement and Mr. Harrison's appointment, Mr. Glenn said that he felt very happy that it was possible to find at once a man who was so eminently qualified by reason of experience, character, and ability to fill that position being vacated.

Mr. Harrison has been closely identified with the Foundation's Regional Plan of New York and its Environs, which combined the work of architect, engineer and city planner with the social and economic elements characteristic of the community survey. He also had charge of the social studies made as a part of this Plan, which included surveys of playgrounds, park and recreation needs; the planning of neighborhood units; provision for the utmost sunlight in housing construction; and other problems of general housing and its trends and needs.

In 1932 Mr. Harrison became a member of the President's Research Committee on Social Trends, a committee appointed by the President of the United States to study tendencies during recent years which have had a bearing upon human welfare in the United States. The report of this Committee was issued to the public on January 2, 1933. He is also a Fellow of the American Association for the Advancement of Science.

Mr. Harrison is the author or co-author of a number of books and monographs, among which are *Social Conditions in an American City*, *Welfare Problems in New York City*, and *Public Employment Offices: Their Purposes, Structure and Methods*. His wife, Patti Rodgers of Charleroi, Pennsylvania, is also a graduate of Northwestern University, Class of 1906. They were married in 1910 and have two children, Dr. James Shelby and Rodger Scott.

Mr. Harrison has been a member of the Conference since 1913 and has served as a member of the Program Committee, Chairman of the Committee on Nominations in 1932 and on the Executive Committee. He has also made numerous contributions to the Annual Meeting program.

Welcome to our new president.

subjected to special hazards by the emergency. In this category, in short, fall all those aspects of the programs of social, health, welfare and recreational agencies which are being reshaped and specially adapted to meet the peculiar and immediate needs of the rapidly evolving emergency situation.

A second main line of service includes those reactions and responses which are none the less important but which are perhaps less direct in their visible relation to emergency needs—services which are not so much of the second and third lines of defense, as of the permanent supply line. These are the activities which, like education, like medical service, or religion, have become integrated as essential continuing elements in civilized community life. A very considerable proportion of social work falls in this category. While some aspects even of these endeavors are properly grouped in the first or emergency bracket, these latter services perform their main or long-range public functions through their permanent contributions to the building of health and strength, understanding, security and fullness of living, which in peace time or emergencies give understructure and meaning to life in enlightened society.

For social workers a bill of particulars is not necessary; for it is the genius of social work to translate these broad and general purposes into the specific and the particular—into the daily and detailed work which case by case or project by project aim to eliminate the burdens and handicaps of those, whatever their affiliations, who suffer and live below decent standards, and to enable them to rise to higher levels of physical, moral, social, and spiritual well-being and self-expression.

In this connection a note which was sounded at several points in Miss Hoey's presidential address a few weeks ago has special significance for the months ahead. It



was the recognition that democracy, with all that it implies for the welfare of each human being, does not come best as a gift, nor even for those born into it as a birthright, but as an achievement. It is a growing, developing thing with a part for every one to play; and it is not at its best unless every one does play his part and plays it with understanding and purpose.

At one place Sir Edmund Burke refers to the nature of the state in these words: "Society is a partnership in all science; a partnership in all art; a partnership in every virtue, and in all perfection. As the ends of such a partnership cannot be obtained by many generations, it becomes a partnership between those who are living, those who are dead, and those who are to be born. Each contract of each particular state is but a clause in the great primeval contract of eternal society, connecting the visible and invisible world."

In these inspiring, not to say sublime, words we may find both a reminder and reassurance that the tasks of social work, the tasks of freedom and democracy, whose ends social work serves, in dark days and bright, have a partnership with all those forces of the past which emanated from a basic belief in the supreme worth of each human soul and a tie with all those forces of the future which will ceaselessly strive for a truer brotherhood of man.

It will be the hope of those carrying the responsibility during the twelve months ahead that the work of the Conference, which will culminate next in the New Orleans meeting, may help social work both in its immediate emergency tasks and also in its long-range service to make its peculiar contribution toward achieving an ever-advancing democracy in our country.

## Case Work Contest

**T**HE Case Work Contest arranged by the Case Work Section of the Conference proved popular again this year. The contest was limited to case workers with from two to five years actual experience. From more than forty entries the following were declared the winners and presented their papers at the meeting of the Section on Wednesday, June 4:

Belle Shallit, visiting teacher, Board of Education, Rochester, N. Y.

Leonore Gottfried, supervisor of the Social Service Department, North End Clinic, Detroit, Mich.

Margaret Muller, case worker, Eloise Hospital and Parole Clinic, Detroit, Mich.

Congratulations!

## Program Suggestions

**N**EXT May and New Orleans are a long way off, but the Program Committee of the Conference will start its work the first of October to build the program for the 1942 annual meeting. During the late summer, and particularly during September, suggestions for the program will be sought from members and workers in the field.

Section and Special Committee Chairmen, as well as the Program Committee itself, welcome any constructive suggestions particularly for subject matter for the program. More and more the Section programs as well as those of the Special Committees are being built on the requests for subject matter that come in from workers who are actually meeting the everyday problems of social work. Suggestions should reach the Conference office not later than September 20 and earlier if possible. All suggestions are carefully reviewed and sorted according to the Section in which they would most naturally come. These are then forwarded to the Section Chairman who with his committee gives them careful consideration before going on with further planning. Your hearty cooperation as a member of the Conference is invited.

## New Orleans — The 1942 Meeting Place

**A**FTER a lengthy discussion and with the unanimous vote at the Business Session, the recommendation of the Time and Place Committee that the 1942 meeting be held in New Orleans was adopted. The dates set are May 10-16, 1942. This is unusually early for the annual meeting but the dates were selected for obvious reasons. Not only will this be the first meeting in the deep south since 1928 but it will give workers, both north and south, an opportunity to discuss a whole new range of problems and to become familiar with the great progress that has been made in social work in our southern states. New Orleans has ample facilities for handling the annual meeting and housing the delegates. It is also one of the most attractive cities in the United States with its historical background and many points of interest.

## The 1941 Proceedings

**T**HE Proceedings of the 1941 meeting containing selected papers from the recent Atlantic City meeting will be published as soon as possible in the fall. The Editorial Committee met early in July.

After careful consideration and upon recommendation of the publishers, the retail price of the 1941 Proceedings and subsequent volumes will be \$5.00 instead of \$3.00 as heretofore. This, however, will in no way affect the members of the Conference who through the payment of membership fees of \$5.00 or more will continue to receive the Proceedings as one of the privileges of membership. Anyone wishing to purchase the volume directly can do so from the Columbia University Press, New York City. Conference members who are now paying the \$3.00 membership fee but who wish to receive the Proceedings as a part of their membership, may do so by sending an additional \$2.00 to the Conference office prior to October 1.



## THE CONFERENCE IN RETROSPECT

THE National Conference of Social Work in 1941 was a serious gathering even though held in Atlantic City where opportunities for diversion are plentiful. No one could forget for very long the social revolution in Europe and its implications for the United States. A year previous in Grand Rapids members were shocked by the conquest of Belgium and the other small countries but the possibility of the U. S. becoming involved in the War seemed remote. This year, the War seemed much closer, with organization of the defense program affecting every community to some degree and bringing to public notice many social problems related to mobilization. The result was that basic social concepts and organization were discussed including but not limited to social work.

From various discussions it was clear that the term "community organization" as used by social workers is not in fact an assembling of all community resources to meet social or economic problems. Rather it signifies a voluntary association of social agencies for the purpose of co-ordination and improvement of their standards and methods of operation to the end that greater benefits may be extended to individuals and environmental situations improved. Frequently only private agencies are included in such associations. While community effort of this kind is most important and should continue to enlist the interest of social workers and the public it is not adequate without extension and adaptation to deal with social conditions especially in defense areas. Army camps and naval stations as well as many defense industries are located in rural areas, sometimes covering most of a county and often several towns. There are practically no private social agencies in these sections and usually only one public agency, not inclusive of the total field. Community resources are very limited and citizen leadership in developing social programs lacks guidance. It seemed to me this problem was recognized clearly at the Conference but no very practical program was enunciated for meeting it.

A relatively small number of States with large numbers of migratory agricultural workers have become very conscious, with the help of Mr. Steinbeck, of the social problems involved in such migration. Consciousness of the situation, however, has in many places only resulted in hostility toward the newcomers and no effort has been made to alleviate conditions or to plan for meeting them. Now mobilization for the armed forces and industry has brought to many communities a new type of migrant. All States are having the spot light turned upon social problems long familiar to social workers but until they increased in size were seldom appreciated by the general public. Jonathan Daniels graphically described what is

happening in defense areas. He made the audience appreciate the need for broad community planning, and organization and immediate action. The question posed by Mr. Daniels at one of the evening sessions and many other speakers, if I interpret them correctly, is, can social workers utilize their skills, knowledge and experience in community organization, in case and group work, in interpretation and "social action" to assist these communities in meeting social and economic problems? Where local resources are inadequate it will mean bringing the situation to the attention of larger governmental units and national and state-wide private agencies.

In this brief review of the Conference and with my limited knowledge of all that was presented at section meetings I can merely indicate my own impressions. At the section meetings that I attended, I was very much impressed by the quality of the material presented. It seemed to me the papers were more carefully prepared than usual. There was frank and objective analysis of methods and attitudes. Sometimes at other Conferences I have had the impression that we were too critical of ourselves, perhaps, and that we gave the public a wrong impression of our accomplishments. This was not true this year as far as I could judge and the result was beneficial. Evaluation indicated the good as well as the bad and will stimulate I am sure the members to criticism of their own work without making them lose faith in social work objectives.

The interrelationship of various social programs was stressed. The importance of measures to improve economic conditions and to assure individuals of regular cash incomes was accepted as basic to any social program. Emphasis was laid upon the fact that social workers today cannot confine their interests and knowledge to the activities of one type of social agency, or they will lose the opportunity to give leadership in a field in which they are specialists and should be able to guide community effort. The enrichment of social work through collaboration with representatives of other professions was noted and the benefits which both groups receive from this association was most encouraging, according to many speakers. Finally it seemed to me that the social workers at the 1941 Conference, like other groups, are trying desperately to define the principles underlying a democratic form of government. They are trying to see how they may contribute most effectively to the maintenance of the gains made and how to advance democratic processes and give a satisfactory way of life to all our people.

JANE M. HOEY.

The Sixty-ninth Annual Meeting  
National Conference of Social Work  
May 10-16, 1942      New Orleans, La.

## OUR TASK IN NATIONAL DEFENSE

### Social Work, the "Watchdog of Democracy", Girds for Dark Days Ahead and Strengthens Lines on Every Front at Annual Meeting in Atlantic City during the "Unlimited Emergency".

**S**Ocial work has accepted the challenges that our national defense efforts and the presidential decree of "unlimited emergency" have imposed. Unity of purpose—with the whole valiant corps of patriotic Americans—in the defense of democracy will guide the social workers course in the certain-to-be-difficult months ahead.

The counsel of keen minds, from all of the fortresses of democratic ideals in this war-torn world, was coordinated in Atlantic City during the sixty-eighth annual meeting of the National Conference of Social Work, June 1 through 7, to inspire this solidarity and to encourage titanic effort to achieve the objective of peace and security for all men.

Fully cognizant of the seriousness of their task it was a somber and much concerned army that descended upon the seaboard for their week-long consideration of grave problems. No holiday atmosphere marked the week on the boardwalk. Rather there was only constant, constructive and devoted attention to the responsibilities of the times.

This situation prevailed from the moment, on Sunday evening, June 1, when Miss Jane M. Hoey, in her presidential address declared, "the only convincing answer to the tenets and attainments of totalitarianism is a practical demonstration that another form of government will insure at least equal material benefits and, at the same time, provide a more satisfactory way of life," until Leonard W. Mayo, president of the Child Welfare League of America, closed the Conference in the National Broadcasting Company's red network summary Saturday afternoon, June 7, with the statement, "perhaps darker days lie ahead than we experienced during the depression years."

Ideally equipped for the holding of this mammoth annual forum, Atlantic City rose to the occasion and hailed the 7,290 registered conferees with all of the courteous hospitality which its people and its facilities can produce so well.

Sixty associate groups met with the Conference in Atlantic City this year. It is to be regretted that space does not permit inclusion of a report of their excellent meetings in this summary.

Social work was described as the "watchdog" of democracy by Miss Hoey in her presidential address which opened the Conference. Early in her address Miss Hoey extolled social work's contribution to the understanding and application of the democratic process in government as "unique and significant," declaring that the government's acceptance of a continuing responsibility for promotion of general welfare of all of the people is in no small way due to social work's efforts.

"Social workers, joining with other groups in pointing out that political democracy is, to a very large extent,

dependent upon social and economic democracy, have brought a functional change in government from mere restraint of individuals to the more positive role of promoting public welfare and making possible the more adequate meeting of human needs," Miss Hoey stated.

Democracy, the Conference president said, is something more than a nice theory or membership in a political party. It calls for respect for the basic rights of every individual, whatever his race, color, religion, political or social status.

#### Necessary Defense Objectives Named

"Keeping families together in their own homes," Miss Hoey asserted, "in decency, health and with opportunities for normal development, are necessary objectives of the best defense program of any nation."

The primary concern of social workers, she continued, is understanding all the needs of human beings and the social, economic and personal factors that affect their interests. In addition they must have professional knowledge, skill, and experience in administering social services designed to meet special requirements of individuals and groups.

"They are, therefore, in a position to interpret needs and to suggest ways in which organizations, programs, and methods of operation in government agencies may be adapted or changed to function more adequately in meeting such needs. Other professional, technical and lay groups are also making notable contributions to the more effective functioning of government. Likewise they are helping individuals, through specialized services, to develop in accordance with capacities and desires."

Placing the emphasis upon social work as a possible channel through which government could keep currently informed, because it is concerned with the total requirements of people in their physical and social environment, Miss Hoey said that no other professional or technical group has assumed similar responsibility. Political democracy is dependent to a very large extent upon social and economic democracy.

#### Much To Be Achieved Still

The extension of the social services to all disadvantaged persons and to those inhibited by fear has not yet been achieved, Miss Hoey pointed out, citing the necessity for continuing interpretation by social workers of the requirements of individuals and of the beneficial effects of social programs upon the democratic way of life and of the need for extension or adaptation of these programs in the interests of special groups and the general public.



Present government programs affected by social work, Miss Hoey told the Conference, may be divided into two classes: those that have some social work content and methods as their primary technical basis, such as child welfare services and public assistance, and those utilizing other than social work techniques primarily, where, nevertheless, social work philosophy has been introduced into operation, and social work techniques and knowledge have been used at strategic points where social judgment is required. The latter programs she listed as old age and survivor's insurance, employment security, housing, extension of credit and service to farm families, and work programs for the needy unemployed.

In the first instance, the contribution of social work is direct and all pervasive, and in the total operation, the knowledge and skill of social work is utilized to the fullest extent.

"It should be noted," Miss Hoey said, "that the line and staff organizational pattern, making possible the use of consultants with varied professional and technical backgrounds, has greatly enriched the content of social work. The governmental setting and operation under broad social legislation has molded the development of social work skills and involved the absorption of new concepts and methods from such fields as administrative law, public administration, social research and family economics.

"The extent of public welfare programs, their enormous cost, the great number of persons involved and the variety of problems, calls for social planning of a high order. This must be an integral part of the professional social workers' responsibility."

#### Homer Folks Honored

At the opening meeting, too, there was distinction conferred upon one on whom many laurels already rest. It was to Homer Folks that Miss Hoey presented a gold membership button, symbolic of fifty years of membership in the Conference. Mr. Folks, who has twice held the presidency of the Conference, is secretary of the State Charities Aid Association, New York City.

#### Civil Rights and Liberties

Labor and government shared the platform at the general session on Monday evening, with the Hon. Francis Biddle, solicitor general of the United States, warning of "war discipline" and Robert J. Watt, international representative of the American Federation of Labor, reaffirming labor's determination to defend civil liberties and to promote the defense program.

Mr. Biddle told the Conference that in the emergency confronting the nation the government would take all measures deemed necessary to protect the country against sabotage and other subversive activities, but that the essential civil rights would be protected. He ridiculed the "flabby thinking" of those who fear that "if we go to war to preserve democracy abroad, we are likely to end by losing it at home."

#### Survived Five Wars

The Conference body responded with thunderous applause to his statement, "Our democracy has survived five wars and it cannot be very deeply rooted in us if fighting for it will destroy it."

He advised that we do everything in our power to hold our precious liberties in peace and at war, but, he warned, "do not let us become confused, getting the cart before the horse, the right to freedom of speech before the preservation of democracy itself; confused and timorous thinking, not seeing the issue clearly and



HOMER FOLKS

Fifty years a member and twice President of the Conference

simply, but encumbered by all those sterile doubts and fears with which the isolationists summon the liberals to their distorted view."

The government, Mr. Biddle asserted, proposes to follow the principles laid down by the President at the Conference of Governors, State Attorneys, and members of the Interstate Commission on Crime, held last August, which in substance were "that the common defense should be through normal channels of law enforcement, local, state and national."

"We must," Mr. Biddle declared, "be vigilant, always on guard and swift to act," in quoting the Chief Executive, "but we must also be wise and cool-headed and must not express our activities in the cruel stupidities of the vigilante. There is where the fifth columns form the line."

"The work and effectiveness of the conference," he said, "has since found expression in the waning of the vigilante spirit, the orderly registration of aliens and the successful operation of the Selective Service Acts without resistance, with but few conscientious objectors, and with no suggestion of violence."

Taking labor to task for opposition to legislative measures, necessary to national defense in the opinion of the President's conference, Mr. Biddle declared, "it is said that such legislation is unnecessary in time of peace, but this is not a time of peace."

"The rights of labor, during the past year," Mr. Biddle stated, "have not been seriously impaired. I cannot help thinking that if organized labor and the liberal group who support its rights were less antagonistic to measures as carefully and moderately planned as these I have analyzed (model state guard act and the model sabotage act recommended by the President's conference to the several states), there would be less chance of adoption of those more extreme measures which stand on the horizon."



"The first to fall when the dictator strides in, organized labor, must be strong, self-representative and free, but organized labor, as part of our democracy, must be the first to defend it, as they are indeed today on the vast industrial front. They should not, by opposing measures of defense of so moderate a nature, raise a doubt in the public mind of their patriotism."

### Labor's Viewpoint

Commenting upon the significance of the occasion as befitting a democracy, Mr. Watt pointed out that only in America could "an ordinary laboring man like myself" follow a "distinguished government official" on the speaker's platform.

Declaring that "organized labor is thoroughly conscious of the issues at stake in the present war and in the defense preparations of this country, he affirmed labor's determination to defend civil liberties and to promote the defense program. He urged, however, that labor be given a functional, responsible part in the operation of the defense program, with labor representation in all agencies where policies of vital concern to wage-earners are formed. "Employers," Mr. Watt said, "are no less obligated than workers to obey the laws of the land." While demanding that social gains be preserved he insisted that labor was aware that extension of these gains was limited by the condition of the national economy.

Referring to the "strike" issue, Mr. Watt said that the right to strike was the right to work on suitable terms. A ban on strikes, he declared, would be stupid. "Where an employer has refused to meet his workers on decent terms, any attempt to strait-jacket labor would be to break down morale and accumulate grievances which would be destructive of production."

### Watt Raps Ideological Strikes

Stating that most strikes could be avoided before they are called, Mr. Watt also said that he objected to the calling of strikes for ideological purposes and denied that Communists, Nazis or Fascists, have any right to speak for American workers or American democracy. "Labor," he said, "wants American liberties fully and completely defended because we know the vigor of our democracy lies in the freedom of the minority to criticize and suggest. Labor wants to preserve our freedom so much that it will insist that our liberties be defended against internal sabotage as well as against external assaults." The spokesman for labor claimed as "labor's right and responsibility to give to more than one hundred and twenty million Americans a fair share in the operation and fruits of the magnificent economic democracy which we can build together."

### The Social Services In Times of War

Canada sent two of the speakers at the general session on Tuesday evening and the third came from London, via Columbia Broadcasting System's short wave equipment. The speaker from London, the Hon. Ernest Bevin, Britain's stalwart Minister of Labour, shared the program with Edward J. Phelan, acting director of the International Labor Office and representative of the Irish Free State, and Miss Charlotte Whitton, director of the Canadian Welfare Council, both coming from Canada.

Mr. Bevin, in his address, declared that "British labour will never yield to the Prussian desire to dominate" and accused the Germans of indiscriminately bombing the British people in the belief that "if only the devastation is great enough they would succeed."

### Turned Aside From Great Work

"For over a year the people of Britain have withstood the brutal attacks, but they have demonstrated that the character of the people is not determined by station in life . . . We have not lost faith in the possibility of establishing sound social conditions for the people of the world. We have just been turned aside from this great work for the moment. It is rather as if the people of a city, carrying on their daily tasks, were suddenly struck by a foul disease. The people must set aside their normal efforts. They have even to allow much that was on hand to wait until a later day to direct the whole of their energies to fighting and to stamping out the disease, which if allowed to go unchecked, would destroy them."

"Like an epidemic this beastly war spirit of Germany has caused a world upheaval twice in a quarter of a century. But in this war, perhaps the outstanding thing has been the courage and resilience of the common people."

Miss Whitton, in her address, told of Canada's efforts to promote defense without pushing living standards below certain minima. In a stirring talk that brought the audience to its feet for two minutes of applause at the conclusion, Miss Whitton declared that our northern neighbor recognized that "while a large measure of economy in living standards is required by the war, there is a line beyond which society could not go without seriously jeopardizing efficiency and morale. "War, or the threat of war," Miss Whitton declared, "inevitably shifts all thought and effort to the provision of men and the munitions of war. All of the slow and natural processes of peace are arrested, diverted, many thwarted, some indefinitely, others forever frustrated. Selection and control that are repugnant to free men, are inevitably self-imposed, if they are successfully to resist the mobilized automata of the totalitarian states."

### "War Spending Not Prosperity"

"So it has been in Canada . . . the first buttress of social well-being—of the humanitarian way of life which we oppose to the totalitarian—we have regarded as sound war economy. Our approach is based on a recognition that war spending is not prosperity; it is the impoverishing of the future by the dissipation of the wealth of the past and the mortgaging of the present . . . Canada's national income has jumped by nearly twelve per cent real values in a year to nearly six billion dollars for a population just equal to New York state. The whole social 'pitch' in Canada is tuned, through financial, economic and labor policies, to prevent inflation and definitely keep down the standard of living in all non-essentials and to force down standards, both for the state and its citizens, to levels commensurate with decent survival."

Miss Whitton pointed out, however, that there was a line beyond which there could be no retreat. "We must bring home to our people as a whole,—and they are a humane decent people, that disease, suffering, accident and death do not withhold their hand because a nation girds itself for battle . . . If we are to hold these battlements of ours wherein dwell the free spirits of free men, there must be no social disarmament. In Canada the social agencies are learning that we shall continue to enjoy our free way of organization and service just so long as our intelligence and partnership entitle us to it."

"If the war is bringing anything home to the social services in Canada, I would say it is this,—this sense of reality of greater things in our keeping than procedures and techniques and skills and relationship, a sense of security in disaster, if you will, a conviction

that we can lose power and territory, that we can see the ancient edifices of our glory crumble into dust, but still emerge triumphant if the security of the people is maintained."

### Part of Defense Structure

Mr. Phelan pointed out that the strengthening of the physical and moral standards of a nation was indispensable for effective defense and that an effective democracy without social security was inconceivable. In the task of building such a democracy the social worker stands, he declared, as a part of the structure of national defense. "The program of an effective democracy," Mr. Phelan said, "must embrace all who need collective protection against the vicissitudes of life, and it must aim at prevention of human wastage rather than at cure by providing the fullest opportunity to youth and honorable comfort for the aged."

He declared that there should be no underestimating of the importance of the social services which the Nazis inherited, extended, perfected and adapted to the requirements of total war. "Germany prepared for war not only militarily and industrially but also socially. Their social machine, when placed at the service of military conquest, has been revised, lubricated and perfected in every part." Virtually the whole population of Germany has been subject to preventive medicine and curative supervision through health insurance, social services and relief organizations of the Nazi party and its various institutions. "Therein lies a challenge," he declared, "which social workers in free countries cannot neglect."

Looking at the situation in Britain, Mr. Phelan surveyed British social insurance and social services and said that it was of the highest significance that in their most critical hour the British people had developed still further their system of social services. "The impact of war in Europe, Africa and the Far East, is being felt increasingly in nations of the new world as well, and in their defense against external and internal dangers, social security and social services are called upon to play a role of capital importance."

Special attention should be given to the prevention of ill health and disability generally, the physical rehabilitation of persons called up for service and found unfit, and of industrial accident victims, and the preventive medical supervision and medical care of workers in industry must be a primary consideration, he counselled.

"Since the menace of total war implies total defense," Mr. Phelan declared, "an adequate program of democratic social security must be broad, effective and lasting and must spring from the will of all concerned. No social security imposed from above can satisfy the innermost aspirations of the free. A program which springs from the central spirit and purpose of the people will have a strength of fibre which artificial creation cannot match, and it will thereby quicken the response of the whole community to the supreme challenge of an 'unlimited national emergency.'"

### Social Work and National Defense

Two illustrious sons of illustrious fathers, Charles P. Taft, son of the late president, and Jonathan Daniels, son of Josephus Daniels, United States Ambassador to Mexico, shared the platform at the general session on Wednesday evening.

Calling "political sense, general competence, and faith in one's fellow man," prime essentials for administering the social aspects of the defense program, Mr. Taft, assistant coordinator of health, welfare and related

defense activities, described as the most important element in the whole program the selection and training of personnel.

"In business as well as in social work," he said, "there is no more difficult problem. It seems to me that in this field of human welfare there are three basic elements that are generally overlooked, or at least, not always recognized in exactly the terms I use to describe them. The first is a religious dynamic, the second is general competence and the third is political sense."

### Idealists Needed

"By political sense I mean an understanding of human nature which shows you how to act and what to say in order to persuade individuals or groups to work toward and to believe in the objectives for which you are fighting. However, political sense does not mean cynicism. When a person is dealing with human lives, trying to build character, to rebuild families, to rehabilitate broken-down bodies, and to bring back waters of life into parched souls, that person had better be an idealist or find another job. I plead for general competence. I am in favor of thorough educational processes, but I remind you that those who have tried to build a science of society comparable to a science of mathematics have not yet succeeded and have often produced pretty sad results."

"We are wrong," he said, "when we think that a specialized degree is the answer to a personnel officer's prayer. It isn't. Let's have more people who can do things they weren't trained for, who have gumption and resource and a broad way of looking at things."

"By religious dynamic I do not mean a formal acceptance of a creed but I do mean two things, conviction about a moral purpose in the universe that keeps one driving toward perfection without haste and without rest and that feeling for people which grows out of belief in the dignity of human personality. That kind of personnel is terribly needed today. I believe the leaders of social work can perform a tremendous service for their profession if they talk more about those elements and less about professional standards. We need standards but we need more of the amateur spirit."

Reporting on the progress of his department, Mr. Taft declared that the Public Health Service has made reconnaissance surveys of 300 or more areas affected by defense activities and has gone vigorously to work with the State Departments of Health to provide adequate public health personnel.

"In the field of family welfare," he said, "it is the old problem of enabling local and state welfare agencies to employ enough competent people to handle the extra load put upon them by new transients. We hope for a sufficient appropriation to enable us to study the permanent effects of these mushroom growths around camps and defense industries. From these investigations we hope to get facts upon which the states and localities can base policies which can help their new citizens to decent community living."

"In education we have a small temporary staff which is reviewing the needs of the communities that are going to be burdened next fall by 250,000 extra children without school rooms."

"In the field of nutrition we are hoping to supervise a considerable volume of research by outside agencies, but we are counting heavily upon existing field services of the Public Health Service and the Department of Agriculture and of the State Departments of Health and Education."



### First Recreational Phase Done

"In the field of recreation we have completed the first phase of our defense effort. Since mid-February we have recruited 70 men who have organized community councils, representative of all interests, to undertake the provision, at least on a temporary basis, of simple, necessary facilities and to build normal home hospitality for men in uniform. They are working now with these councils and the United Service Organizations.

"Because venereal disease and social conditions in areas outside federal reservations and defense industry have such profound effect upon health and morale, we are recruiting a new staff to conduct an especially vigorous campaign for social protection. The policy calls for treatment of infected persons; convenient prophylaxis for all exposed; vigorous suppression of commercialized prostitution and an educational program about this health menace to the armed forces."

### Civilian Forces Essential

Civilian forces in defense are as essential as military forces and the productivity of one is the absolute basis of the power of the other, Jonathan Daniels, Raleigh, North Carolina, editor and author, declared.

"Defense," he said, "is the business of the whole people who are to be defended and nothing is too good for the men who, with tool or weapon, serve our security, or too good for their families. Every problem of human welfare in America can be found in the hundreds of places which are the centers of defense. Confusion, although it still exists in defense centers, is passing, and Americans have a duty to remember that in important particulars the problems of defense boom towns are only the dramatic spot-lit presentation of the problems of America. The problems of these towns must be met, and quickly. Our special interest in them is our special interest in our security.

"We are not going to win the war for democracy—not this particular war now, but the long war for democracy in terms of the American dream—until we make this democracy something which is not a problem for welfare workers, but a decent home for people. America is made up of a grand people—the whole sum of the possibility of our power.

### Juke Joints Got the Jump

"It is a sad story," he declared, "that in meeting problems of defense the juke house has been on the job of entertainment from the beginning, just as the patent medicine salesman, parked by the courthouse square, or the construction yard gate, beat the health officials to the job and the flop-houses were ready before the housing officials."

Something is being done, he reported, listing progressive measures as follows: Congress is providing funds to relieve the pressure on bulging towns; workers will be housed and hospitalized; in the army camp towns, the naval cities, the industrial centers, dirty cafes will be cleaned; bad girls will be driven away. Parts of the first problems of the first push disappear of themselves. Both factories and camps are being completed and crowds disperse as quickly as the came. "In the new camps and factories, in a program no one dares limit or measure, there may be more initial planning and less initial planless push.

"The task of decency in democracy is not interrupted by democracy's defense, far otherwise it becomes that defense itself."

On Friday an evidence of Western Hemisphere solidarity and Pan-American good will was given. Repre-

sentatives of social work schools in Argentina, Brazil, Chile, Columbia, Ecuador, Mexico, Peru, Uruguay and Venezuela were guests of honor and two of their number addressed the general session, sharing the platform with Arthur J. Altmeyer, chairman of the Social Security Board. The visitors who spoke were Dona Stella de Faro, director of the Institute Social, Rio de Janeiro, Brazil, and Dona Luz Tocornal de Romero, director of Escuela de Servicio Social, Santiago, Chile.

Mr. Altmeyer, in his address, pointed out that American nations must draw upon all their material and spiritual forces to defend themselves.

### All Forces For Defense

"With a flaming continent across the seas, the nations of the American hemisphere cannot count themselves secure. They must use all material and spiritual forces for defense. To these ends the contribution of social security is basic, for it is through social security that great masses of citizens of our countries can be assured decent food, clothing, shelter and essential health services, necessary to make them able and willing defenders of their country and their way of life.

"Social inadequacies accepted in the past, cannot be accepted today, when democratic institutions and the four great freedoms of democracy are under attack. It is imperative that we in the Americas quicken the tempo of social progress and demonstrate to the world that the goals of humanity can best be met through democratic government and the democratic way of life."

Mr. Altmeyer named, as the future goal of Social Security, the establishment of a comprehensive system of social insurance to provide a minimum basic protection against the economic hazards of unemployment, sickness, disability, old age and death, and declared extension of coverage of the present old age and survivor's insurance and unemployment compensations to include groups now excluded is of major importance, as is the establishment of a program covering the risk of disability. "These programs," he continued, "are protecting millions from want and fear of want due to old age, disability, unemployment, or untimely death of the breadwinner and wherever the economic security of large masses is threatened there is also a threat to civil rights and political stability."

### Experience From Brazil

Dona Stella de Faro, in addressing the Conference, declared that Brazil, a conservative country of deeply rooted Christian traditions, is now rapidly developing toward its goal for social reform, with the government giving whole-hearted cooperation to those seeking improvement of health and welfare and general working conditions of the people.

"The Brazilian government," Dona de Faro said, "realizing the great need for trained social workers to carry out its program of social reform, has encouraged the growth of social service schools and institutes and the government is now taking steps to found an official school and has appointed a commission to study and formulate an official program in order to permit recognition of courses given by private schools. Here we are, coming from a far away country to confirm our aspiration of better knowledge and cooperation with our North American friends. When the world is going through unparalleled crisis, it is the duty of each one to gather around a common ideal of civilization and good entente in order to look through a supreme effort of charity for a balm which will heal the wounds of the world, caused principally by a selfish materialism breeding discord, rivalry and death."



### Progress in Chile

Dona de Romero, in her address, proudly told that her country, Chile, was the first in South America to establish a School of Social Service and was equally proud to assert that the republic is extremely socially conscious with practically all hospitals being free and private medical practice being negligible.

Among the tasks confronting social work in Chile, she listed: improvement of conditions of the lower classes; effective coordination of social agencies; greater concern over public health problems; curtailment of infant mortality; establishment of the minimum salary and family allocation; and the extension of vocational, cultural and physical education.

### What Is Worth Working For In America

At the close of a week marked by critical strikes in industry throughout the country, the Honorable Frances Perkins, Secretary of Labor, set aside her tasks to speak to the Conference at the final luncheon meeting Saturday noon.

"Back of our 'bathtub' civilization," Miss Perkins declared, "is a strong sense of moral judgment, moral conceptions and love for human society. That is one of the good things in America, and another is our efforts to correct injustice."

She lauded the National Conference of Social Work for the contribution it makes in pointing out social injustice and calling for its correction. The "freedom to criticize," under which privilege the Conference can point out social injustice, was described as another good thing in America.

"Your organization," Miss Perkins repeated, "has done heroic service in correcting social injustice. Consider some of the good things that have been achieved almost without our realization. In what other country can be found the things that we enjoy, such as a high standard of nutrition, good housing, education, recognition of individual sanctity and worth and dignity, and recreation."

Still another of the many good things in America, Miss Perkins said was the American home, which, when displayed in its best qualities, "shows the things that are loveliest in our approach to social and economic progress."

"And there is our equalitarian manner. What do employers and employees talk about in the rest periods or at the conclusion of long sessions in mediation of labor disputes? They brag that 'we build the finest ships, or automobiles, and so on.' We have a strange respect for one another and there is no class structure in America. Some are rich and some are poor but that does not crystallize class structure for everything that we do is based upon the sense that we all are important all of the time."

"We have our moral concepts and our moral judgment which must guide us and you in the social agencies need to find how you can further develop that moral sense behind the great scientific competence which we have developed."

### Large Burden — Great Opportunity

Thirty separate meetings were held by the Case Work Section of the Conference, the majority of the sessions being devoted to technical discussions of case work procedures.

Discussing the subject, "Case Work in the Defense Program," Geoffrey May, deputy coordinator of health,

welfare and related defense activities for the Federal Security Agency, on Tuesday morning presented one of the most vital discussions of the section's program. Calling for immediate and constructive social planning on a national scale to meet emergency or war-time needs, Mr. May said traditional patterns of social treatment may not suffice to meet problems emerging from the defense activities in an "unlimited emergency."

He said, "we must anticipate what the defense effort will mean and devise some way of forestalling some of the social maladjustments that are inherent in it. To the degree that defense operations affect the population in general they intensify welfare problems that have long been a part of the national picture and if the emergency develops further in the direction it has taken so far, a much larger burden may suddenly be thrust upon the social work machinery in every locality—a large burden and a greater opportunity."

"Modern warfare requires many new social services, as yet unknown to this country. America's principal social services are, in general, a quarter of a century behind the British, but even Great Britain was unprepared to handle the social problems which arose simultaneously. They expected human casualties; they were prepared to meet the medical needs growing out of enemy action—were in fact, overprepared. But the vast destruction of property was not foreseen. When half the population of a city is made homeless in a single night, the necessary administrative machinery must have been made ready long in advance—on a local, regional and national basis, if enormous personal suffering is not to arise."

"Welfare machinery in this country is not adequate to withstand such an impact and as the program of civilian defense develops many innovations will have to be established," Mr. May predicted.

### More Than "Nationalism" Needed

At the same meeting Jack B. Tate, general counsel of the Federal Security Agency, declared that "revolution is afoot in the world and if democracy is to conquer we must find ways of making possible President Roosevelt's four fundamental freedoms."

"The past year in Europe has left no illusions as to the tremendous need for social security in a world at war. The home front today is recognized as just as important as the front line. It has been demonstrated time and again that the endurance and stamina of fighting men are built on the security, both physical and economic, of home and family. In a way the morale of a nation at war, and its will to win, cannot survive a breakdown of the elemental functions of organized society."

Case work agencies have an increasingly important responsibility under the impact of national defense in the area of budget counselling, Miss Frances Preston, home economist of the Cleveland Associated Charities, said. Miss Preston described it as one of the most helpful forms of social service as men return to work after long periods of unemployment with wages looking larger than they really are.

Social workers, and the schools that are training them, must face the realities of changing times, Alexander Liveright, executive of the Jewish Vocational Service, Chicago, told the case work section. "They must prepare to accept increased responsibility in vocational and occupational fields. Jobs shouldn't happen, they must be planned and then only will the hired help, the boss and the community get full value out of a working day."

### Cites Relief Population Shift

Miss Edna Nicholson, director of medical relief, Chicago, pointed out that in the present circumstance of rapidly rising employment opportunities most relief agencies are finding problems much different than a year or two ago. With a high proportion of able-bodied persons already absorbed in industry and off relief, the character of the relief population has shifted to a concentration of individuals who are more or less seriously and permanently handicapped in their ability to become or to remain self-supporting. The relief program, therefore, must include specific objectives in the health field for protection of the health which the individual still has, restoration, as far as possible of the health which he has lost, and protection against the development of those fears and emotional hazards which so often complicate illness and cause difficulty more serious than illness itself.

Case work agencies can help to supply the "plus factors" of housing, Joseph P. Tufts, executive of the Pittsburgh Housing Association, told the case work section.

Stating that today over 100,000 families in the United States have been directly benefited by the program of public housing, he said that cooperative effort between agencies has become essential.

"Human and physical factors have created a number of situations which require not only skillful operation of housing estates but a considerable amount of advice and help from those who are expert in individual and family relationships," Mr. Tufts said. "The important thing is that housing and community facilities be integrated in such a way that new communities become an integral part of older surrounding communities and that families will have opportunities to work, play and develop with the least amount of friction, among tenants, and between tenants and management. Housing authorities have found the knowledge of case work of tremendous help not only in determining eligibility for housing but in advising management with respect to procedures."

### Services For Children

Additional federal and state funds are immediately necessary to give broader coverage of special services to children and local funds are needed to provide foster home care where needed, Miss Vallie Smith Miller of Nashville told the case work section. Child welfare services of the Social Security Act she characterized as "the expression of the value the nation puts upon its own preservation."

Clarence E. Pickett, executive secretary of the American Friends' Service Committee, stated that the modern pioneers of America, travelling in jalopies, are indicative of a new low in American agriculture.

"Because of their poverty, low income and unsettled living, the migrants are a symbol of the evil of rural poverty in America. They are the lowest third of the lowest third of our farm population."

"The camps," he said, however, "are not enough. There must be an extension of the social security laws to cover the agricultural workers. There should be uniform settlement laws and uniform standards of relief, and eventually, if we are to have a satisfactory solution to the migratory farm labor situation, our agricultural economy must be reorganized and adjusted so that large numbers of laborers are not required for short periods of time."

Social work cannot be complacent over the social gain for the aged that has been made in the Old Age Assistance and insurance programs, Oskar Schulze, of Cleveland Heights, Ohio, told the case work section. "Recreation is essential for physical and mental health and for a happy life for young and old."

### Cost of Living Going Up

Posing the question, "Is America, in 1941, to repeat 1916, a year in which price stability gave way to unprecedented inflation?" Colston Warne, president of the Consumer's Union of the United States, declared that any guess as to the future would be hazardous. However, "it would not be surprising, if, by the time this Conference convenes again, in a year, the price level had advanced by from 15 to 25 per cent. Under such circumstances one can be certain that there will be no lack of articulate consumer groups in this country. High cost of living committees will grow apace, with the low income group in the vanguard and union organizations will transfer more of their energies to fighting 'profiteers.' The consumer movement will no longer be the property of mild people of liberal interests. It will be militant and insistent and many will call it radical."

Group workers and the use of group work techniques are invaluable in housing project planning, Mrs. E. B. McKenna, vice-chairman of the Buffalo Housing Authority, said. They are especially useful, she stated, in creating among the neighborhood residents themselves a desire for an approval of the project.

### Would Extend Civil Liberties

Group work has a definite part to play in the preservation and extension of civil liberties basic to its philosophy and practice, Miss Clara A. Kaiser, of the New York School of Social Work, told the group work section.

"Leaders must have an awareness and conviction regarding vital issues if they are to meet the needs of their groups," she said, pointing out that group work is a means, rather than an end, but implies belief in the basic tenets of democratic life. During times of stress and emergency, such as these, when the very foundation of our society is threatened, we must emphasize not just the retention of the status quo, but the extension and expansion of civil liberties which lie at the very core of the democratic way of life. Group workers must, as persons, look at their own attitudes regarding the meaning of civil liberties to themselves and to others since they involve the rights of those who disagree as well as those who agree with them."

### Social Work Is On the Job

The community organization section heard Pierce D. Atwater, executive director of the Chicago Community Fund, state that "social work is ready, and, in fact, is already doing an admirable job of national defense."

"Nationally," he said, "the defense program still lacks a sense of personal participation, a sense of importance and a sense of unity. Obviously we only half believe that there is a crisis. When defense becomes real again, or changes into some new kind of national crusade, social workers will do their part. We understand human needs. We know human suffering. We have no entrenched personal interests at stake. We are patriotic. We have demonstrated our capacity for leadership in meeting human problems," he declared. "All local communities have been actively planning community resources to fit into the defense program."

Robert E. Bondy, assistant vice-chairman, American Red Cross, stated that as in all crises, leaders need vision, courage and calm discernment of needs and solutions. In human welfare, as in the military sphere, offense is usually the best defense, he declared, and listed three principles of organization which, he said, would bring about a blending of united, democratic and planned action singularly harmonious with the American concept of federalism, a new federalism of the mind and of the



spirit. The three principles are: total participation of all agencies and forces in the national community, governmental, private, business, social, professional and volunteer; total participation based on popular approval that has authoritative direction or sponsorship; and, total participation under authoritative direction, popularly supported, and accompanied by a total plan or pattern which is national in scope and in which social action is the end result. "These three principles of organization," he said, "call for mobility in action and assume speed and an offensive rather than a defensive strategy."

### Must Use 19 Techniques

Philip S. Akre, of the Family Welfare Association of America, told how social workers must synthesize 19 different techniques in their job and at the same time must not appear conscious of using them. Social work, he told the community organization section, must necessarily be well thought out for the good of the public as well as for the good of the beneficiary.

### Ready For Any Sacrifice

The social action section heard Miss Craig McGeachy say that British trade unions have lost neither power nor prestige by making much greater sacrifices than have yet been responsibly proposed in this country. Extolling the spirit of Britain, as one that carries on with the daily job in spite of danger, discomfort, anxiety, pain and loss, Miss McGeachy said, "There is nevertheless, constant vigilance that standards of health and social care be kept high. Britain had to adapt quickly the machinery of living that grew up in a free country to a new condition that requires unity of action, economy of effort and the pitting of all resources behind blows. This required tremendous readjustments and there is no group of people in England who have not contributed some personal sacrifice to the adjustment."

"Britain," she continued, "has not betrayed or destroyed the freedom which has been built into its institutions throughout the years by attempting to adapt them to war conditions. It is true that there are many characteristics of the totalitarian state. In every day life there are restrictions and limitations, but the method in which they have been drawn up and adopted is in keeping with the democratic process," she said.

### Urges United States Use Labor Leaders

Robert Watt, who had addressed the general session of the Conference Monday evening, said that the American Federation of Labor, of which he is an international representative, was "disturbed at the government's failure to utilize the leadership of workers in the present mobilization. After all, a voluntary federation of nearly five million members should, not only offer more experienced wisdom in mobilizing labor's resources, but its leadership also enjoys the confidence of the workers, more than business executives or college professors." With management he left the responsibility for supporting and extending social security programs, stating "that the welfare of the masses is the investment a democracy must make, if it is going to fulfill its function in a modern community."

Asserting that AFL unions did not want strikes, he likened the strike to the defense program, saying that "each is sometimes the only choice of a free people; each is a necessary struggle against oppression, a struggle to maintain standards."

### Calls For Defense of Gains

Samuel S. Ferster, New Jersey assemblyman, pointed out that the most grave concern of sociologists and economists is that our defense program may halt social

progress. He said that "in constant watchfulness lies safety" and declared that as the emergency grows more intense, pressure will be used to change the essential safeguards of child labor legislation. It is up to us, who are committed to the progress of our social order to rally to the defense of all legislation designed to protect the social gains we have made and to dispel all attacks on social and economic progress."

Mrs. Edward Sherwood Mead, of the Board of the Institute of Household Occupations, Philadelphia, cited the shortage of skilled domestics caused by the defense situation and pointed out that character building, training and the building of morale in household workers offer some hope of solution in the current problem.

Social action, the concerted effort of groups to further objectives that are both legal and socially desirable, is the dynamic factor in social work and the motive force in democracy, was the theme of H. L. Lurie, executive director of the Council of Jewish Federations and Welfare Funds. He cited emergence of new cultural and economic and political phenomena as challenging to established social institutions and legal relationships.

"Today," he said, "radical changes are taking place in our civilization. Culture and long established economic and political institutions are in a state of flux. We face the danger that basic values created by social work will be submerged or destroyed if satisfactory solutions are not found for pressing problems. There is a tendency to diffuse rather than to concentrate efforts in social action, and it is only on rare occasions and for relatively minor objectives that we marshal the strength of social work in behalf of a specific program."

### Must Be a Special Salient

"To be effective social action must be a specially organized salient within social work. It must free itself sufficiently from the general body to engage in militant action without the impediment of carrying the entire group along with it—and for progressive ends—must establish a close working relationship with those elements of American citizenry who represent those needs and who have the potential will to secure these objectives."

Sidney Maslen of the Community Service Society of New York, declared that "social action is a necessary and logical part of social work and that it calls specifically for a knowledge of facts and a zeal for action. Required for this are leadership ability, the preparation of a factual basis to precede action, active cooperation with other agencies, support of public programs, educational campaigns, recognition of limitations and perseverance."

The perseverance urged by Mr. Maslen was the hub of the plea made by Abbot Low Moffat, New York assemblyman, in a later meeting of the social action section. Counseling social workers on the technique of securing desirable legislation, Mr. Moffat said, "Don't be discouraged if the reform which seems so clearly necessary is not adopted immediately for generally a legislative body is so conservative that the time lag is unreasonable and the legislature, in effect, has lost touch with the public. The result then, is economic or social injustice which leads to revolution. We in this country do not indulge in revolution by force of arms when the force of public opinion strengthens the hand of the executive so that he becomes the representative of the people and wields more power until the legislature finally capitulates, and, frequently, goes to the other extreme of passing legislation without the tempering period which is so desirable, and as a result social and economic equilibrium is again upset."



### Abolish the Pole Tax

A plea to social work, and to all other thinking people, to influence their congressmen to recognize and rectify the evils of the southern poll tax was made by George C. Stoney, regional adviser of the Farm Security administration. "Certainly," he said, "when we are pouring out all of the resources of our nation and our government to keep alive the ideal of democracy in Europe, when we are holding ourselves up to the world as the personification of this ideal, it is time for us to see that the very fundamentals of democracy are no longer denied to ten million of America's own citizens." He declared that political chicanery, rather than anti-Negro feeling, is the greatest barrier to poll tax reform and asserted that the poll tax is not only contrary to the letter and spirit of democratic government but also a convenient device for political control and as such is important to legislators.

### Save Every Man-Day

"Our most urgent need in the health field, in the all-out defense material program, is to save every man-day that can possibly be saved," Kingsley Roberts, director of the Medical Administration Service, Washington, D. C., told the social action section at its final meeting on Saturday. "We are sadly behind as it is because daily we are losing productive man-days through illness which could be prevented, and if the cost of this profligate waste were only a matter of dollars and cents, my concern would not be as great. My concern is that a nation cannot fight with a plane, tank, or gun it does not have."

He declared that there are four million man-days lost to industry each year in this country, with only ten per cent due to industrial illness leaving the appalling total of 360 million days lost through non-industrial illness, at least part of which could be prevented. "Strikes," he said, "cause only two hours per man-year of lost time while illness causes eight. We should not be caught with our plants down due to illness which is preventable." Health centers available to all were his plea and these can be achieved, he stated, by concerted joint demand on the part of both labor and management.

Along similar lines was the address of Walter N. Polakov, director of the engineering department of the United Mine Workers of America. "Health service and medical care is an exclusive concern of every worker and it should be the main concern of the people's government," he said. "To preserve a health standard adequate nutrition is of paramount importance. The accumulated deficit in national health occasioned by faulty nutrition means a dependent sequence of reduced productive capacity of the man-power of the nation."

### Social Work Is Public's Conscience

Social action found its way into the first meeting of the Public Welfare Administration Section on Monday with Louis Towley, of the Minnesota division of social welfare, declaring that social action of many sorts is necessary if America, as a nation, is to preserve faith in the roots of the democratic system.

"If government exists to serve its people—and such is the difference between democracy and dictatorship—then the welfare of the people must be the criteria by which social action is to be judged . . . food, clothing, shelter and good health are necessary to a loyal citizenry. Social work can be a public conscience. Its basic job is essential in helping to set up standards, to widen horizons and to guide social action along the way the world must take if it is to satisfy human needs. "Integrity—whose touchstone is the welfare of the common people, is a guide to this goal and the deciding basis

for compromise for any type of social action in which there must be a giving way, a pressing forward, a strategic retreat and a tactical advance for effective results."

Loula Dunn, commissioner of the Alabama Department of Public Welfare, stated that "if America's democratic principles are to survive and if the progress America has made is to endure, public welfare leaders and politicians must work together in meeting the needs of the people. "Public welfare is a corollary to democracy in its effort to bring equal opportunity to all men and to preserve the rights of individuals and the essence of freedom.

"It assumes the defense task," Miss Dunn continued, "of protecting the morale of soldiers, sailors, and industrial employees through ministering to their needs and those of their families as part of its total and constant responsibility. In accepting this obligation, public welfare is not only facing the economic, social and political crises of the future and past era, but also is looking to the aftermath of the war, to the future of all Americans and to that future of all citizens of the world.

### Cannot Ignore Politics

"Very often," she asserted, "public welfare departments are brought into community struggles for power 'as a testing ground for political pressure groups' and as administrators and social workers we cannot ignore the practicalities of campaigns and elections or separate agency activities from the earthy realm of politics. Administrative leadership should help social workers to distinguish between political activity and political judgment because the latter is a necessary factor in sound public welfare planning. And it is the duty of administrators to seek out the politician in an attempt to gain his respect and support for public welfare."

Pointing out that political controls are becoming less effective in public welfare administration with civil service expansion, Miss Dunn declared, nevertheless, that "we do not believe that civil service, per se, is the zenith of perfection even though it is a means to an end in securing clean government . . . and if it is to safeguard good government it must be upheld and protected by the combined and continuous efforts of the people and the politicians who created it.

Harry W. Marsh, field secretary of the National Civil Service Reform League, took up the discussion of civil service at the section's meeting the following day, declaring that party politics, often under a cloak of respectability, deprive the taxpayer of benefits of civil service by keeping the best man out of qualifying examinations. Illustrating his point he declared that "postmaster appointments, under the United States civil service law and rules, are no credit to the merit system because . . . despite good examinations . . . they do not represent a good merit system and never will as long as political parties contend for these offices as rewards for party service."

### Lists Merit System Safeguards

Stagnation under the merit system can be averted, he said, by applying certain safeguards, such as: the open back door, or freedom to dismiss employees for the good of the service but not for political, religious or racial reasons; an adequate system of service or performance records; in-service training; good personnel management by trained and experienced directors and an adequate retirement system.

Although Mr. Marsh would not deprive the civil service group of the right to organize, he said he would deny

the right to strike and to force collective bargaining because "government employment does not involve a profit motive and government administrators are servants of the people and cannot shut the door to consultation or consideration when other individuals or minority groups are concerned."

One of a series of addresses on the effects of the defense program on relief and other social services was made by Philip D. Flanner, field representative of the American Public Welfare Association, before this section on Wednesday. He declared that while employment has been materially increased it is a mistake to think that the relief problem is no longer serious. "Our defense effort has not been spread with geographic evenness and it has not touched each economic activity alike. By and large re-employment has taken place in the industrial areas of the North, not in the South or in the Great Plains states where we have reason to believe the most of the unmet need exists.

"Defense," he said, "has diminished unemployment need but it has not dissolved it. Funds for public aid, including work relief, have diminished but their reduction appears out of proportion to the reduction of need. The reduction does not consider whether needs, unmet in the past and still existing, might not now be accepted as the government's responsibility. It gives little heed to rising costs of subsistence items of living, and little attention has been made for housing low income groups comprising many needy families. He rapped the WPA tendency to use its workers on defense projects and thus deprive workers not on relief of opportunities for employment.

### Sees WPA a Civilian Defense Arm

Hugh R. Jackson, associate secretary of the State Charities Aid Association, New York, told the public welfare group that "it is quite possible that we might want to use such a force (WPA) for labor activities relating to civilian defense in the very near future." Declaring against the return of work relief to the states and local communities, even with a system of federal grants-in-aid, he expressed the fear that it would be used more sparingly as a means of providing assistance to those who are in need under present conditions. A category of general relief should be established within the framework of the Social Security Act and such relief should be available to all in need who are not provided with work or cared for under one of the three existing federal aid categories of public assistance.

Edith Abbott, dean of the School of Social Service Administration at the University of Chicago, urged that the federal government assume complete responsibility for the care of the jobless after declaring that the interests of the unemployed are being neglected in the emergency and that great need, still existing, is receiving inadequate attention.

Recurring tidal waves of unemployment defeat the freedom from want and fear that is inherent in the ideal of American democracy, Miss Abbott declared. "Clearly we shall not have those two freedoms in our democracy until we have found some way of destroying this calamitous recurring tragedy of unemployment and all of the misery that follows in its wake. Gains have been made and must not be lost, including a better public federal-state employment service, unemployment compensation, WPA or a work program for the needy unemployed.

"But . . . employment services have not prevented unemployment; unemployment compensation has not prevented unemployment; W. P. A. is not preventing unemployment . . . and further, how adequate and how permanent are these programs?"

### Whole Job for Uncle Sam

The sure and simple way to solve the present difficulties, is "by the establishment of a national system of unemployment compensation," she said, and recommended that the present state-federal system be changed to a completely federal system. Stating that about forty per cent of the W. P. A. clients are in poor physical condition not fit for work in the defense industries without proper medical care and treatment first, Miss Abbott said that the so-called defense program "will not employ all the unemployed."

### Retirement Shunned, He Reports

The American worker prefers to work rather than to retire, John J. Corson, director of the Bureau of Old Age and Survivors' Insurance of the Social Security Board, told the public welfare administration section at another meeting. "Of 550,000, over 65 years of age, who in 1940 were eligible to retire," he stated, "only about 132,000 did retire and applied for old age insurance benefits. The remainder, three-fourths of the total, continued to work and of those who did retire, well over one-fourth had not done so until they were 69 and older. Only 17 per cent retired in their sixty-fifth year. In total, the census of 1940 indicates that one-fourth of all persons aged sixty-five or over (in total more than 2,000,000) are in the labor market and more than one-fifth are actually employed in industry and agriculture or on public works."

In the period of national emergency, Mr. Corson pointed out, when the need for the skills of the older workers in the production of materials for defense is paramount, national interest is not served by their retirement. "Their productiveness and worth in industry is confirmed by the practical test that, on the average, their earnings, as revealed by the old-age and survivors' insurance records of employee earnings, were higher than those of workers in younger age groups."

Commenting on evaluation of the adequacy of benefits, Mr. Corson said the country must keep in mind objectives of all social insurance. If we propose to induce all workers to retire at a certain age, he said, benefit payments will have to be increased tremendously. If, however, basic security against want is the objective, lesser payments will suffice.

"A sound insurance system," Mr. Corson concluded, "cannot afford to promise more than it can fulfill. Nor can it provide more than basic security for those whose wages are lost as a result of one hazard—old age—until it has provided equivalent protection for those whose security is destroyed by each other's common hazard. Those who have any real concern for the welfare of our society must strive to insure that an increasing share of the national income is apportioned to each dependent group rather than to any limited group, or the victims of any one hazard alone. Unless this balance is attained, social security will remain a vision for the future."

### Cite Ways to Check Delinquency

Social work's reticence in using institutions for the treatment of delinquency was assailed by William J. Ellis, commissioner of the New Jersey Department of Institutions and Agencies, in an address before the Committee on Delinquency. Knowing when to use an institution is a responsibility which community agencies must assume. The work of the institution must be integrated with the work of other social agencies in order to be effective, and the chances of success or failure are heavily influenced by the work of agencies both before and after the experience of the child in the institution.



Mr. Ellis declared that almost without exception those states with low crime rates are those with good juvenile institutions and that the failure of the institution in breaking the delinquency crime chain does not reflect upon the staff or superintendent but upon the public which does not demand good institutions. The good institution needs good personnel, no politics, a good physical plant, a flexible school program, personal responsibilities for children and opportunities for play.

Saul D. Alinsky, director of the Industrial Areas Foundation, Chicago, declared that the real problem is "the delinquency of democracy." "We must change or reconstruct the social organization so as to break the crime chain. The character and amount of crime in a given society reflect the organization of that society. The obstructive forces of today, unemployment, deterioration, delinquency and disease must be eradicated if the future of democracy is to be secured."

### Holds Prison But One Link

James V. Bennett, director of the Federal Bureau of Prisons, said that the problem of breaking the delinquency-crime chain on the adult level is dependent upon recognition of the varied groups involved and of the fact that the prison is only one link. "For 150 years, we have been trying to find a rational basis for the penitentiary system. Perhaps, when we become realistic about the possibilities and the practical limitations of that system and the part which it can play successfully in the whole program, we shall be able to do our part more effectively. The real job of rehabilitation, Mr. Bennett said, must be performed in the community itself under normal conditions where access to all the many opportunities and facilities and personal elements essential to the process can be had for each individual.

Garrett Heyns, director of the Michigan Department of Corrections, discussing a coordinated approach to corrections, said that no nation can long exist under universal disregard for law and order. He stressed need for a general and well-integrated fight along lines of prevention in dealing with the delinquency-crime problem. "We must regard the offender as an individual, and apply such corrective measures as a study of each case indicates."

### "America On Wheels"

Highlight of the meetings of the Committee on Interstate Migration was the presentation of the Committee's platform on this issue. Senator Robert M. LaFollette, in addressing the Committee, before the platform was presented by Philip E. Ryan, chairman and American Red Cross aide, stated:

"Failure of democratic society to chart an escape from the problems besetting migratory workers, wandering agricultural families, and rural youth 'on the move,' is a threat to that society in face of totalitarian economic or military force, or subversive philosophy. We must immediately put into effective practice the lessons taught concerning the causes and treatment of migration, learned in the 1930's, and confirmed in 1940 and 1941. Our aim must be to devise a practical program that will make the migration of farm workers an orderly and scientific method of rounding out a substantial and regular period of employment in a respectable occupation under suitable housing and health conditions. Our main aim must be to make the migration of displaced farm families not a path of misery, but a means of securing either a more desirable place upon the land or a more productive place in industrial society. Our aim must be to make the migration of rural youth to urban communities not a period of frustration and bitter disappointment, but a road to a place in a society of an expanding supply of

goods and services, an even higher national income and an ever better standard of living. These are the problems of agricultural migration and these must be the general objectives of any program for their alleviation."

### Migration Platform Offered

"National defense demands migration and America is on the move," Philip E. Ryan, of the American Red Cross, said in presenting the following seven-point platform to the committee:

1. Federal grants-in-aid for general relief shall be made available to the states to aid those not eligible under present categories of the Social Security Act, and for whom work on public work projects is not suitable or available.

2. Grants-in-aid for general relief shall be contingent upon the acceptance of a state plan which will guarantee assistance to all who require it, regardless of any settlement or residence requirement.

3. Federal aid to states involving assistance or service to individuals including health and medical care services and education and vocational guidance programs, shall be conditioned upon the willingness of the states to extend such benefits to all requiring them, regardless of residence or settlement restrictions.

4. The insurance provisions of the Social Security Act shall be extended to include occupations not now covered and provisions shall be made for simplified and equitable payment of unemployment insurance benefits to persons crossing state lines.

5. Increasing use shall be made by workers and employers of expanded employment services on a regional and national basis to guide workers to job opportunities, both in industry and agriculture, to prevent as far as possible wasteful and aimless movement in search of employment, and to reduce distress resulting from the concentration of surplus workers at points of potential employment.

6. Loans to maintain competent farmers on their land and to reestablish them on a self-sustaining basis shall be continued and extended to prevent the economic and social losses resulting from their enforced entrance into migratory life.

7. Provision shall be made within the Federal government for centralized and continuing collection of current information relating to interstate migration, establishing a basis for the placement of such responsibility in Federal administrative agencies as will make possible adequate protection of migrants and the communities to which they come. Provisions shall be made for the correlation of Federal administrative agencies concerned with interstate migration so as to establish a central body to which states and localities may refer problems relating to interstate migration.

### Law and Social Work Unite

At the first meeting of the Committee on Law and Social Work, A. Delafeld Smith, attorney for the Federal Security Administration, declared that law should play its part in policy formation for administration of social programs and not merely be called in to pass judgment on action already being followed. He pointed out that the prestige of social programs is dependent upon recognition that the administration operates on legally recognized decisions and policies. Socially, today, the people have many new rights, among them, workmen's compensation, unemployment compensation, old age pen-



sions and insurance, government sanction of collective bargaining, and the opportunity for vocational training. With these rights, however, he pointed out that there are also many new agencies for their administration.

"With the establishment of these agencies," he declared, "there comes a rising demand that they be administered according to the established principles of justice and equity. Because the rights are newly developed, because of the lack of fixed and determinate criteria, and because of the character of the rights involved, good administration demands the aid of those familiar with the methods of legal analysis."

Addressing the committee at a later meeting, Miss Jeanette Hanford, of the United Charities of Chicago, declared that, "in any situation, especially in cases of marital difficulties, the case worker needs understanding and acceptance of legal processes as part of the social structure upon which the eventual adjustment rests. Only when we social case workers are informed and free from bias, will we be able to help the client to make the best use of the resource of law and direct that, and our service to their most effective ends."

### Tell of Successful Medical Plans

Where there is mutual trust and understanding a social need can be met, Dr. Karl L. Schaupp, of Stanford University, proved in an address describing the Agricultural Workers Health and Medical Association to the Committee on National Health and Medical Care. Developed to meet the needs of agricultural migrants in Arizona and California, the Association, of which Dr. Schaupp is director, does not disturb the patient-physician relationship and has loyal support of the average physician and a total absence of the cry "socialization of medicine."

The association, which stands today as a model, receives funds from the Federal Security administration and has expended, in two years, \$3,164,292. Under its program memberships are issued to migrant families after investigation. These memberships provide for medical care, hospitalization and surgery. Illness and disease in camps and jungles, roadside child births and improvised hospitals led to cooperation between medical men and the federal agency, and one of the outstanding effects has been that hospitalization has been possible, almost without exception, in all maternity cases since the inauguration of the plan.

### Pensions Block Breakdowns, He Says

Old age pensions were cited as a means of preventing mental breakdown in later life in the Committee's meeting on Wednesday, June 4, by Dr. Winfred Overholser, director of St. Elizabeth's hospital, Washington, D. C. Warning that as the population of the United States actually is growing older, so too is incidence of mental disease increasing, Dr. Overholser said that although the actual lack of financial security, with attendant unhygienic living and diet, is a serious matter, it is quite likely that the fear of such insecurity is almost as potent a factor in mental breakdown in later life.

Industry must be expected to use wiser methods in employment and retirement of workers with reference to chronologic age, he continued. The older person, even though his reaction time may not be so short as that of the young, and though he may not have the speed of workmanship, nevertheless develops wisdom, judgment and certain other similar qualities which make him in many ways a valuable employee. A more general recognition of the value to society of the older person would be a powerful prop to the mental hygiene of the man or woman who realizes that he is reaching older life.

### Cancer Threat Increasing

The Committee on National Health and Medical Care also heard Dr. Leonard A. Scheele, of the National Cancer Institute of the United States Public Health Service, declare that the risk of dying from cancer increases as the span of life increases. The speaker named cancer the foremost of national health problems of an aging population. He declared that unless present cancer control measures are intensified, or new discoveries leading to better control are made, the increase in total population in the older age groups will permit cancer incidence to reach 1,000,000 cases annually with over 300,000 deaths. Intensified and focused education regarding cancer symptoms, eradication of a traditional fear in regard to the disease, and necessity for early diagnosis and treatment are essential to its control. "It is clear that, although cancer is a serious problem now, so far as the numbers it strikes and kills are concerned, the toll may become more serious as time goes on."

### Says Heritages Are Jeopardized

The certainty of change in the world necessitates flexible programs with definite basic objectives in the approach of the school to the problems of older children, Dr. Carl W. Aretz, Philadelphia educator, told the Committee on Older Children.

These objectives, Dr. Aretz said, concern self-realization, human relationship, economic efficiency and civic responsibility. "What new demands will be made upon our youth in the future, no man can predict. This presents a complicated problem for the school. The only condition that we can predict is change. Our young people then must be so educated that they will be supremely conscious of the necessity of meeting new situations."

Young people, he continued, must develop sufficient flexibility in intelligence to make adjustment to changes. They must be alert to anticipate them, in order to avoid "the idiotic blundering which has characterized so much of our loose thinking and feeble acting." They must preserve the scientific attitude in the solution of social problems and develop a cooperative pooling of human resources so that democracy will grow in the direction of deeper understanding and a broader humanitarian spirit. They must develop the sense of values required to salvage from today's chaotic world "those aesthetic, cultural, intellectual and spiritual attainments which we would perpetuate for posterity." America's spiritual heritage, as well as its material heritage, Dr. Aretz said, is in jeopardy.

### Sees Job Boom for Handicapped

The employment of able-bodied individuals in defense activities will offer an unusual opportunity for much-needed jobs to those who have physical disabilities but who still have usable skills, William Hodson, president of the American Public Welfare Association and commissioner of the New York City Welfare Department, told the Conference Committee on the Physically Handicapped. Declaring that we are not doing enough for a large group of our disadvantaged citizens, Mr. Hodson said that "this is another illustration of the fact that in all of our social programs it is not, generally speaking, our knowledge that is deficient, but rather that it is our performance that lags.

"Democracy," he said, "requires education and is characterized by relatively slow crystallizing of the demand for action. If our way of life is to survive, and it is now desperately in the balance, we shall redouble our efforts

to sharpen the community conscience so that swifter remedies for the ills of our people may follow. Unlike our problem of mass employment, the task with regard to the handicapped, on the basis of numbers, is not so large, and, on the contrary, is quite manageable and susceptible of substantial improvement, without either enormous organized machinery or staggering costs."

On the basis of available information, he pointed out, the total volume of physical disability in the United States is approximately four million, 70 per cent male. Of this number however, he said, about half are unemployable because of youth or old age. Many of the others, he said, can be helped without much difficulty by coordination of effort and by remembering that "what the physically handicapped need is not pity but hard-headed assistance based upon scientific knowledge which will still enable them to live self-respecting and self-sustaining lives."

Turning to the subject of prevention, Mr. Hodson stated that 400,000 persons are disabled annually, and that last year, 150,000 received permanent disabilities serious enough to prevent returning to their employment without outside aid. "When 400,000 persons are maimed," he said, "through accidents which are largely preventable, something is clearly wrong with our personal and our industrial habits and the time has come to call a halt."

### Urges Coordinating Body

In an address before the same Committee, Stanley P. Davies, executive director of the Community Service Society of New York, advocated formation of an over-all national body to deal with the problem of coordinating efforts of all agencies serving the physically handicapped. The aim of the national plan suggested by Mr. Davies would be effective coordination through direction, quantity and quality of service. The significant and indispensable contribution of private agencies will be in their role as citizens' organizations to aid and abet the full and effective discharge of public responsibility in this field.

"This includes, on the part of private agencies, initiative in research toward new knowledge and methods; experimentation and demonstration to try out and prove new ideas and methods; the upholding and further development of standards through example in actual practice; improved training facilities; continuing study and evaluation of the performance of both public and private programs; readiness to take action when performance lags; leadership in planning and coordination; and most important of all, education of the public in creating the informed and aroused public opinion from which alone can come the force that will bring public action.

"The final never-ending objective of coordinating effort must be to secure additional enabling provisions and appropriations, to the ultimate end that there shall be equality of opportunity for all handicapped in securing the maximum benefits of treatment, training, employment, personal development and social living.

### Miss Lenroot Cites Seven Goals

Envisioning this as the most fateful year in the history of our nation, Katharine Lenroot, chief of the Children's Bureau of the U. S. Department of Labor told the Conference Committee on Refugees that there are seven goals toward which we must work.

"In military and industrial defense areas, on farms and in cities, throughout the entire nation, our effort must

be to advance steadily toward these goals: adequate medical and nursing care for all women during the period of maternity; health supervision and medical care for infants and children with determination that all remediable physical deficiencies shall be found and corrected before the child leaves school; protective foods needed for health and growth available to all children and to expectant and nursing mothers; opportunity for elementary and secondary education related to present-day needs and to the goals of a democratic civilization with full observance of child labor and school attendance standards already achieved and extension of such safeguards where they are not adequate; wholesome leisure time interests and pursuits; social assistance and social service when necessary to conserve home life for children or to provide substitute home care when care by the child's own family is impossible; and, anticipation and preparation for all emergencies that might jeopardize the safety of children."

Reporting that 870 children have been received in this country through the United States Committee for the Care of Refugee Children, Miss Lenroot reported that the committee is "standing by" and has under consideration plans for the evacuation of additional children from Europe when circumstances make evacuation desirable and feasible.

### Refugees of Good Stock

Arthur D. Greenleigh, executive director of the National Refugee Service, New York City, said that there is an intimate relationship between the "flight" and the "fight" for freedom. The vast majority of refugees who have sought sanctuary in the United States have been self-supporting and self-reliant citizens of their respective countries and two out of every five with any occupational background have been professionals or small businessmen while a quarter have been skilled workmen.

The skills and talents of refugees have been put to work for the benefit of Americans, he stated, and pointed out the contribution refugee scholars, medical scientists and research workers were making to American culture. He placed special emphasis on the economic contribution of the refugees, pointing out that a recent survey revealed 70 per cent of the workers employed by refugee businessmen to be American citizens.

Mr. Greenleigh made a plea for a central crediting body which would eliminate the danger of spurious refugee fund-raising and social work agencies springing up throughout the country. "Unfortunately," he said, "refugee agencies sprang up in mushroom-like fashion to meet problems which were and are still emergent in character. We had to build the shelters after the rains had started, and there was little time to plan whether they should be on this or that side of the street. The main thing was to get the people in out of the rain. What is needed is an official or semi-official agency to vouch for the responsibility of the agencies already in the field and to sanction the establishment of new ones, to regulate fund raising, and to render general supervision of their administration." He held the recent establishment of a Federal commission to explore the possibilities of this supervision as "a step in the right direction."

The Committee on the Social Aspects of Housing was told at its first meeting that the country is suffering from a housing shortage worse than the one at the close of World War I, with the shortage most acute at lower rent levels and with at least 20 per cent of housing unfit to live in.

Two speakers shared the platform at the meeting. They were Gerhard Becker, director of public welfare,



Worcester, Mass., and John Leukhardt, of the National Institute of Health, Washington.

Additional phases of the problem brought out by the speakers were: Illness and disability are in direct ratio to crowded living conditions, lack of sanitary facilities and communicable digestive diseases, and home accidents increase heavily as the rental rate or value of the home decreases. The developing concentration of new population in areas of defense activity is creating new housing shortages and sanitary problems, as well as intensifying the social welfare problems which will become more and more a serious concern of the health officer and the social welfare official as the defense program accelerates.

The only solution to these problems is through a coordinated attack by the housing, health and welfare agencies, operating to supplement each other's basic approach in working toward a healthful, decent, and adequate level of housing for the country as a whole. Decent standards of housing occupancy cannot be enforced unless there are decent houses in the market for families with low incomes. The cost of building is too high for private enterprise to build dwellings for the low income group. Only government subsidized housing can supply the acute housing needs existent today.

Setting an ideal of public housing projects designed to clear away city slums, to standardize property values, to provide neighborhood recreation places, to create safe areas for children and to raise the general standard of living throughout communities, Mr. Becker warned that public housing should not be made identical with relief. Substandard housing, Mr. Leukhardt submitted, is unquestionably one factor in the chain of elements responsible for lowered health levels and, as such, is a definite threat to the health resources of the country.

The experiment in "graded rents" for tenants in public housing was described as "sensible and destined for general adoption" by Bryn J. Hovde, administrator of the Pittsburgh Housing Authority. Under the graded rent plan, housing units of the same size are divided into groups with each group given a different rent according to income and size of the family. This, he declared, is a compromise of the "uniform rent" and the "proportional rent" plans now in general use, by which all units of the same size are given the same rent, or under which rents are adjusted, through frequent investigation, to the rise or fall of the family income.

### Foundation of Defense Cited

At the final meeting of the housing committee, Carl H. Monsees, executive assistant to the defense housing coordinator, said that adequate diet, clothing and housing are the foundation upon which the superstructure of defense must rest.

He said that housing joins social work in concern for the economic opportunity or family income, environment of clients and their proper mental adjustment to society. "In terms of total defense there is a very important job

to be done in strengthening our internal economic and social organizations by taking advantage of the present opportunities to improve the economic and social conditions of our fellow citizens.

"Thus we are directly interested in a fundamental social institution,—the family—homes. I emphasize homes, because we—in housing—could so easily forget our objective and give our complete attention to physical structure. The job of providing the basis for homes is essential to the creation of happy home life from which come loyal and efficient workers."

At the same session, Joseph P. Tufts, advisor on fair rents of the consumers' division of the National Defense Advisory Commission, denounced profiteering in rents which has accompanied the industrial revival.

He stated that "because of the housing shortage incident to the inflow of population in many places, landlords have been found to increase rents not only for newcomers, but generally, a tendency that may continue to spread and to eventually affect morale. In meeting this challenge, the consumer's division is recommending action leading toward voluntary and legal control. Where rent problems have arisen, or are threatened, local defense councils or the Mayor is asked to appoint fair rent committees to conciliate and, where they fail, to report to the division for consideration of legislative action."

### What Lies Ahead?

As this summary of the most momentous Conference annual meeting in the 68 years of its history is being written we stand at the brink of no one knows what. If war comes to the Americas, we, like the British, our northern neighbors in Canada and the other democracies of the world, will make our sacrifices. Social gains will be among these sacrifices, but as Mr. Bevin stated, "we will not lose faith in the possibility of establishing sound social conditions for the people of the world," and we too shall "just turn aside from this great work for the moment."

We too shall have even "to allow much that was on hand to wait until a later day to direct the whole of our energies to fighting and to stamping out the disease, which, if allowed to go unchecked, might destroy us."

At the same time we may be sure, that as in the Canada described by Miss Whitton, our efforts to promote defense will require a large measure of economy in living standards but that there will be a line beyond which society cannot go without seriously jeopardizing efficiency and morale.

Social work, the watchdog of democracy, must fortify that line, as well as all of those which today stand so far in front of it. Meanwhile, let us all hope that in 1942, New Orleans and the 69th annual meeting of the National Conference of Social Work may find us devoting our attentions to normal, peacetime pursuits.

William M. Eardly.



# CONFERENCE ORGANIZATION

## 1941 - 1942

**E**LECTION results at the Atlantic City meeting and the Conference organization for 1941-42 are given herewith. The 1942 Conference is to be held in New Orleans, Louisiana, May 10-16. The new 1941-1942 officers are:

### President

SHELBY M. HARRISON  
New York City

### First Vice-President

WILFRED S. REYNOLDS  
Chicago, Illinois

### Second Vice-President

MICHAEL M. DAVIS  
New York City

### Third Vice-President

BETSEY LIBBEY  
Philadelphia, Pennsylvania

### Treasurer

ARCH MANDEL  
New York City

### General Secretary

HOWARD R. KNIGHT  
Columbus, Ohio

### EXECUTIVE COMMITTEE

**Ex-Officio:**—Shelby M. Harrison, president; Wilfred S. Reynolds, first vice-president; Michael M. Davis, second vice-president; Betsey Libbey, third vice-president; Arch Mandel, treasurer.

**Term expiring 1942:**—Helen Cody Baker, Chicago, Illinois; Leah Feder, St. Louis, Missouri; Jane M. Hoey, Washington, D. C.; The Right Reverend Monsignor Robert F. Keegan, New York City; Robert T. Landsdale, New York City; Edward D. Lynde, Cleveland, Ohio; Ellen C. Potter, M.D., Trenton, New Jersey.

**Term expiring 1943:**—Pierce Atwater, Chicago, Illinois; Ruth O. Blakeslee, Washington, D. C.; Charlotte Carr, Chicago, Illinois; Joanna C. Colcord, New York City; H. L. Lurie, New York City; Margaret E. Rich, Pittsburgh, Pennsylvania; Josephine Roche, Denver, Colorado.

**Term expiring 1944:**—Martha A. Chickering, Sacramento, California; Ewan Clague, Washington, D. C.; Evelyn K. Davis, New York City; Gordon Hamilton, New York City; Wayne McMillen, Chicago, Illinois; Agnes Van Driel, Washington, D. C.; Gertrude Wilson, Pittsburgh, Pennsylvania.

### PROGRAM COMMITTEE

#### Ex-Officio

Shelby M. Harrison, New York City, Chairman.  
Jane M. Hoey, Washington, D. C.  
Howard R. Knight, Columbus, Ohio.

#### Term Expires 1942

Margaret E. Rich, Pittsburgh, Pennsylvania.  
Ben M. Selekman, Boston, Massachusetts.

#### Term Expires 1943

Ruth O. Blakeslee, Washington, D. C.  
Mrs. Chester Bowles, Essex, Connecticut.

#### Term Expires 1944

H. M. Cassidy, Berkeley, California.  
Mary L. Gibbons, New York City.

#### Section Chairmen

Section I—Social Case Work.  
Jeanette Regensburg, New Orleans, Louisiana.  
Section II—Social Group Work.  
W. I. Newstetter, Pittsburgh, Pennsylvania.  
Section III—Community Organization.  
Edward D. Lynde, Cleveland, Ohio.  
Section IV—Social Action.  
John A. Fitch, New York City.  
Section V—Public Welfare Administration.  
Dorothy C. Kahn, New York City.

### COMMITTEE ON TIME AND PLACE

Chairman: T. E. Wintersteen, Family Service Agency, Chattanooga, Tennessee.

#### Committee Members

##### Term Expires 1942

Ralph Blanchard, Community Chests and Councils, New York City.  
John S. Bradway, Law School, Duke University, Durham, North Carolina.  
Marian Lowe, University of Kansas Hospitals, Kansas City, Kansas.  
Isabel P. Kennedy, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh, Pennsylvania.  
Louise A. Root, Milwaukee County Community Fund and Council of Social Agencies, Milwaukee, Wisconsin.  
Forrester B. Washington, Atlanta School of Social Work, Atlanta, Georgia.  
T. E. Wintersteen, Family Service Agency, Chattanooga, Tennessee.



**Term Expires 1943**

- C. W. Areson, State Agricultural and Industrial School, Industry, New York.
- Harry M. Carey, Community Federation of Boston, Boston, Massachusetts.
- Louise M. Clevenger, St. Paul Community Chest and Welfare Council, St. Paul, Minnesota.
- Helen W. Hanchette, Associated Charities, Cleveland, Ohio.
- Charles I. Schottland, U. S. Children's Bureau, Washington, D. C.
- Marietta Stevenson, American Public Welfare Association, Chicago, Illinois.
- Walter W. Whitson, Houston-Harris County Relief Board, Houston, Texas.

**Term Expires 1944**

- Douglas P. Falconer, Greater New York Fund, New York City.
- Reverend A. T. Jamison, Connie Maxwell Orphanage, Greenwood, South Carolina.
- Fred R. Johnson, Michigan Children's Aid Society, Detroit, Michigan.
- Rhoda Kaufman, Social Planning Council, Atlanta, Georgia.
- Reverend Walter McGuinn, Boston College School of Social Work, Boston, Massachusetts.
- Merle E. MacMahon, Children's Bureau, Dayton, Ohio.
- Richard M. Neustadt, Social Security Board, San Francisco, California.

**SECTION I—SOCIAL CASE WORK**

- Chairman: Jeanette Regensburg, School of Social Work, Tulane University, New Orleans, Louisiana.
- Vice-Chairman: Margaret Kauffman, Brooklyn Bureau of Charities, Brooklyn, New York.

**Committee Members****Term Expires 1942**

- Herschel Alt, Children's Aid Society; St. Louis Provident Association, St. Louis, Missouri.
- Lillian Johnson, Ryther Child Center, Seattle, Washington.
- Rosemary Reynolds, Family Society of Philadelphia, Philadelphia, Pennsylvania.
- Clare M. Tousley, Community Service Society of New York, New York City.
- Grace White, School of Social Work, Tulane University, New Orleans, Louisiana.

**Term Expires 1943**

- Marcella Farrar, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
- Alta C. Hoover, San Francisco, California.
- Ruth E. Lewis, Department of Social Work, Washington University, St. Louis, Missouri.
- Mary E. Lucas, Family Welfare Association of America, New York City.
- Louise Silbert, Massachusetts General Hospital, Boston, Massachusetts.

**Term Expires 1944**

- Grace A. Browning, School of Social Service Administration, University of Chicago, Chicago, Illinois.
- Elizabeth McCord de Schweinitz, Family Welfare Association, Baltimore, Maryland.
- Elizabeth L. Porter, Family Service Society, New Orleans, Louisiana.
- Helaine A. Todd, Simmons College School of Social Work, Boston, Massachusetts.
- Anna Budd Ware, Family Consultation Service, Associated Charities, Cincinnati, Ohio.

**SECTION II—SOCIAL GROUP WORK**

Chairman: W. I. Newstetter, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.

Vice-Chairman: Joe R. Hoffer, Education and Recreation Department, Council of Social Agencies, Philadelphia, Pennsylvania.

**Committee Members****Term Expires 1942**

- Sanford Bates, State Board of Parole, New York City.
- Louis H. Blumenthal, Jewish Community Center, San Francisco, California.
- Lucy P. Carner, Council of Social Agencies, Chicago, Illinois.
- Louise M. Clevenger, Community Chest, St. Paul, Minnesota.
- Harold D. Meyer, Department of Sociology, University of North Carolina, Chapel Hill, North Carolina.

**Term Expires 1943**

- Harrison S. Elliott, Department of Religious Education, Union Theological Seminary, New York City.
- Charles E. Hendry, National Council, Boy Scouts of America, New York City.
- Mary Ellen Hubbard, Southwark Neighborhood House, Philadelphia, Pennsylvania.
- Annie Clo Watson, International Institute, Y. W. C. A., San Francisco, California.
- Margaret Williamson, National Board, Y. W. C. A.'s, New York City.

**Term Expires 1944**

- Dorothy I. Cline, U. S. Housing Authority, Washington, D. C.
- Margaret Day, National Federation of Settlements, New York City.
- Neva R. Deardorff, Welfare Council of New York City, New York City.
- John C. Smith, Jr., Boston Urban League, Roxbury, Massachusetts.
- Harleigh Trecker, George Williams College, Chicago, Illinois.

**SECTION III—COMMUNITY ORGANIZATION**

Chairman: Edward D. Lynde, Welfare Federation of Cleveland, Cleveland, Ohio.

Vice-Chairman: LeRoy A. Ramsdell, Community Chest and Council of Social Agencies, Hartford, Connecticut.

**Committee Members****Term Expires 1942**

- George F. Davidson, Director of Social Welfare, Province of British Columbia, Victoria, B. C.  
 Robert P. Lane, Welfare Council of New York City, New York City.  
 Arch Mandel, Greater New York Fund, New York City.  
 Edward L. Ryerson, Jr., Chicago, Illinois.  
 Mary Stanton, Council of Social Agencies of Los Angeles, Los Angeles, California.

**Term Expires 1943**

- Ralph H. Blanchard, Community Chests and Councils, New York City.  
 Arthur Dunham, Curriculum in Social Work, University of Michigan, Detroit, Michigan.  
 Anita Eldridge, California Conference of Social Work, San Francisco, California.  
 Josephine Strode, Department of Rural Sociology, New York State College of Agriculture, Cornell University, Ithaca, New York.  
 Martha Wood, Children's Bureau, U. S. Department of Labor, Washington, D. C.

**Term Expires 1944**

- Helen M. Alvord, Community Chest and Council, Greenwich, Connecticut.  
 Isabel P. Kennedy, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh, Pennsylvania.  
 W. T. McCullough, Welfare Federation of Cleveland, Cleveland, Ohio.  
 Wayne McMillen, University of Chicago, Chicago, Illinois.  
 Earl N. Parker, Family Welfare Association of America, New York City.

**SECTION IV—SOCIAL ACTION**

- Chairman: John A. Fitch, New York School of Social Work, New York City.  
 Vice-Chairman: Annetta M. Dieckmann, Y. W. C. A. of Chicago, Chicago, Illinois.

**Committee Members****Term Expires 1942**

- J. P. Chamberlain, Columbia University, New York City.  
 Michael M. Davis, Committee on Research in Medical Economics, New York City.  
 The Right Reverend Francis J. Haas, School of Social Science, Catholic University of America, Washington, D. C.  
 John A. Lapp, Chicago, Illinois.  
 Katharine F. Lenroot, Children's Bureau, U. S. Department of Labor, Washington, D. C.

**Term Expires 1943**

- Mary Anderson, Women's Bureau, U. S. Department of Labor, Washington, D. C.  
 Roger N. Baldwin, American Civil Liberties Union, New York City.  
 John S. Bradway, Law School, Duke University, Durham, North Carolina.  
 Paul H. Douglas, Department of Economics, University of Chicago, Chicago, Illinois.

**Term Expires 1944**

- John A. Fitch, New York School of Social Work, New York City.  
 Marion Hathway, American Association of Schools of Social Work, University of Pittsburgh, Pittsburgh, Pennsylvania.  
 T. Arnold Hill, Division of Negro Affairs, National Youth Administration, New York City.  
 Sidney Hollander, State Department of Public Welfare, Baltimore, Maryland.  
 Lea D. Taylor, Chicago Commons, Chicago, Illinois.

**SECTION V—PUBLIC WELFARE ADMINISTRATION**

- Chairman: Dorothy C. Kahn, American Association of Social Workers, New York City.  
 Vice-Chairman: Elizabeth Cosgrove, U. S. Civil Service Commission, Washington, D. C.

**Committee Members****Term Expires 1942**

- David C. Adie, New York State Department of Social Welfare, Albany, New York.  
 Right Reverend John O'Grady, National Conference of Catholic Charities, Washington, D. C.  
 Ruth Taylor, Westchester County Department of Public Welfare, Valhalla, New York.  
 Charlotte Whitton, Canadian Welfare Council, Ottawa, Canada.  
 Elizabeth Wisner, School of Social Work, Tulane University, New Orleans, Louisiana.

**Term Expires 1943**

- Charles H. Alspach, Social Security Board, Needham, Massachusetts.  
 Robert W. Beasley, Bureau of Public Assistance, Social Security Board, San Francisco, California.  
 William Haber, National Refugee Service, New York City.  
 Florence L. Sullivan, Children's Bureau, U. S. Department of Labor, Washington, D. C.  
 Ernest F. Witte, School of Social Work, University of Washington, Seattle, Washington.

**Term Expires 1944**

- Fay L. Bentley, Juvenile Court of the District of Columbia, Washington, D. C.  
 Elsa Castendyck, Child Guidance Division, Children's Bureau, U. S. Department of Labor, Washington, D. C.  
 Ruth Coleman, Court Service Division, Cook County Bureau of Public Welfare, Chicago, Illinois.  
 Dorothy C. Kahn, American Association of Social Workers, New York City.  
 Eunice Minton, Florida State Welfare Board, Jacksonville, Florida.

**T**HE report of the Committee on Nominations for election at New Orleans as presented at Atlantic City is as follows:

For President: Fred K. Hoehler, American Public Welfare Association, Chicago, Illinois.

For First Vice-President: The Reverend Bryan J. McEntegart, Catholic Charities, New York City.



For Second Vice-President: Elizabeth Wisner, School of Social Work, Tulane University, New Orleans, Louisiana.

For Third Vice-President: Colonel Archibald Young, Chairman, Social Welfare Board, Pasadena, California.

The following members of the National Conference of Social Work were nominated for the Executive Committee, term to expire in 1945. (Seven to be elected.)

Clinton W. Areson, State Agricultural and Industrial School, Industry, New York.

Charles J. Birt, Minneapolis Council of Social Agencies, Minneapolis, Minnesota.

Martha Eliot, M.D., Children's Bureau, U. S. Department of Labor, Washington, D. C.

Ruth FitzSimons, State Department of Social Security, Olympia, Washington.

Lester B. Granger, National Urban League, New York City.

Margaret Payson, Children's Service Bureau, Portland, Maine.

Edna H. Porter, Y. W. C. A., Minneapolis, Minnesota.

Kenneth L. M. Pray, Pennsylvania School of Social Work, Philadelphia, Pennsylvania.

Emma C. Puschner, American Legion National Child Welfare Division, Indianapolis, Indiana.

Ralph J. Reed, Portland Community Chest, Portland, Oregon.

Frieda Romalis, Jewish Social Service Bureau, St. Louis, Missouri.

Eva Smill, Family Service Society, New Orleans, Louisiana.

George L. Warren, International Migration Service, New York City.

The following nominations were made by Section Nominating Committees and approved at the Section business sessions. The chairmen and vice-chairmen are nominated to serve for one year.

### Section I—Social Case Work

Chairman:

Charlotte Towle, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Vice-Chairman:

Lucille Austin, New York School of Social Work, New York City.

#### Committee Members

##### Term to Expire in 1945 (Five to be elected)

Aleta Brownlee, U. S. Children's Bureau, San Francisco, California.

Susan D. Copland, McGregor Health Foundation, Detroit, Michigan.

Thelma Dorroh, Family Welfare Association, Minneapolis, Minnesota.

Ruth Gartland, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.

Gordon Hamilton, New York School of Social Work, New York City.

Jeanette Hanford, United Charities of Chicago, Chicago, Illinois.

Florence Hollis, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.

Beatrice Z. Levey, United Charities of Chicago, Chicago, Illinois.

Eila W. Reed, American Public Welfare Association, Chicago, Illinois.

Lois Wildy, School of Social Service Administration, University of Chicago, Chicago, Illinois.

### Section II—Social Group Work

Chairman:

Charles E. Hendry, National Council, Boy Scouts of America, New York City.

Vice-Chairman:

Philip Schiff, Young Men's and Young Women's Hebrew Association, New Orleans, Louisiana.

#### Committee Members

##### Term to Expire in 1945 (Five to be elected.)

Reverend Charles E. Bermingham, Catholic Charities, Brooklyn, New York.

Elise Hatt Campbell, Wayne University School of Social Work, Pleasant Ridge, Michigan.

Ray Johns, National Council, Y. M. C. A.'s, Chicago, Illinois.

Alma Elizabeth Johnston, Y. W. C. A., Richmond, Virginia.

Clara Kaiser, New York School of Social Work, New York City.

Walter Kindelsperger, Abraham Lincoln Center, Chicago, Illinois.

Helen Rowe, U. S. Children's Bureau, Washington, D. C.

Philip Schiff, Young Men's and Young Women's Hebrew Association, New Orleans, Louisiana.

Harry N. Serotkin, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh, Pennsylvania.

Dorothea Spellman, Y. W. C. A., Pittsburgh, Pennsylvania.

### Section III—Community Organization

Chairman:

Arthur Dunham, Curriculum in Social Work, University of Michigan, Detroit, Michigan.

Arlene Johnson, Graduate School of Social Work, University of Southern California, Los Angeles, California.

Vice-Chairman:

Robert O. Loosley, Providence Community Fund, Providence, Rhode Island.

Margaret Yates, Council of Social Agencies, Fort Worth Texas.

**Committee Members****Term to Expire in 1945** (Five to be elected.)

- James T. Brunot, State Charities Aid Association, New York City.
- Kate Bullock, Division of Child Welfare Service, State Department of Public Welfare, Columbia, South Carolina.
- Major Decker, Salvation Army, Atlanta, Georgia.
- Anita J. Faatz, State Department of Public Welfare, Baltimore, Maryland.
- Samuel Gerson, Jewish Federation of St. Louis, St. Louis, Missouri.
- Lester B. Granger, National Urban League, New York City.
- Mary G. Moon, Work Projects Administration, Chicago, Illinois.
- Philip E. Ryan, American Red Cross, Washington, D. C.
- Mrs. DeForest Van Slyck, Association of the Junior Leagues of America, New York City.

**Section IV—Social Action****Chairman:**

Paul H. Douglas, Department of Economics, University of Chicago, Chicago, Illinois.

**Vice-Chairman:**

- Clara Beyer, Division of Labor Standards, U. S. Department of Labor, Washington, D. C.
- Robert K. Lamb, House Committee on Migration, Washington, D. C.

**Committee Members****Term to Expire in 1945** (Five to be elected.)

- Paul V. Benner, State Board of Social Welfare, Topeka, Kansas.
- Ernest J. Bohn, Cleveland Metropolitan Housing Authority, Cleveland, Ohio.
- Ewan Clague, Bureau of Employment Security, Washington, D. C.
- Loula Dunn, State Department of Public Welfare, Montgomery, Alabama.

Myron Falk, State Department of Public Welfare, Baton Rouge, Louisiana.

Elizabeth S. Magee, Consumers' League of Ohio, Cleveland, Ohio.

Walter Reuther, General Motors Department, United Automobile Workers of America, C. I. O., Detroit, Michigan.

Josephine Roche, Rocky Mountain Fuel Company, Denver, Colorado.

J. Raymond Walsh, Hobart College, Geneva, New York.

**Section V—Public Welfare Administration****Chairman:**

Martha A. Chickering, State Department of Social Welfare, Sacramento, California.

William Hodson, Department of Welfare, New York City.

**Vice-Chairman:**

Benjamin Glassberg, Department of Public Assistance, Milwaukee, Wisconsin.

Howard L. Russell, Department of Public Assistance, Harrisburg, Pennsylvania.

**Committee Members****Term to Expire in 1945** (Five to be elected.)

- R. W. Ballard, Lake County Department of Public Welfare, Gary, Indiana.
- Robert E. Bondy, Services to the Armed Forces, American Red Cross, Washington, D. C.
- Mrs. W. T. Bost, State Board of Charities and Public Welfare, Raleigh, North Carolina.
- William W. Burke, Department of Social Work, Washington University, St. Louis, Missouri.
- P. D. Flanner, American Public Welfare Association, Chicago, Illinois.
- E. R. Goudy, State Public Welfare Commission, Portland, Oregon.
- Val M. Keating, Division of Employment, Work Projects Administration, San Antonio, Texas.
- Martha Phillips, Social Security Board, Chicago, Illinois.
- Louis Towley, Bureau of Procedures and Systems, Minnesota Department of Social Welfare, St. Paul, Minnesota.
- E. A. Willson, Public Welfare Board, Bismarck, North Dakota.





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